

INTERNET
FORM NLRB-501
(2-09)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case 31-CA-171553

Date Filed 3/10/2016

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

New-Indy Containerboard, LLC

b. Tel. No. (805) 271-7265

c. Cell No. (b) (6), (b) (7)(C)

f. Fax No. (805) 488-0331

g. e-Mail

(b) (6), (b) (7)(C)

h. Number of workers employed
88d. Address (Street, city, state, and ZIP code)
5936 Perkins Street
Oxnard, CA. 93033

e. Employer Representative

(b) (6), (b) (7)(C)

i. Type of Establishment (factory, mine, wholesaler, etc.)
Paper Millj. Identify principal product or service
Recycled Fiber Paper

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the past (6) six months the employers has committed an Unfair Labor Practice by making a unilateral change to the Parties Collective Bargaining Agreement. The employer made a unilateral change to Section 14 Holidays, (Floating Holidays) in an attempt to avoid providing (3) three paid sick days as required under the California Healthy Workplace Healthy Families Act of 2014, (AB 1522).

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Steelworkers Local 675

4a. Address (Street and number, city, state, and ZIP code)

1200 E. 220th Street
Carson, CA. 90745-3505

4b. Tel. No.

4c. Cell No. (310) 522-2285

4d. Fax No. (310) 835-9324

4e. e-Mail

gfholloway@usw675.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Int'l Un.

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(signature of representative or person making charge)

Fernando Minslez, USW Staff Rep.

(Printtype name and title or office, if any)

Tel. No.

(925) 798-7050

Office, if any, Cell No.

(408) 209-1312 (cell)

Fax No.

(925) 798-4945

e-Mail

fmirelez@usw.org

Address 1820 Galindo St. Suite 240, Concord, CA. 94520

March 9, 2016

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 31-CA-176768

Date Filed 5/20/2016

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer New-Indy Containerboard Llc.		b. Tel. No. 805-271-7265
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No. 805-986-9841
d. Address (Street, city, state, and ZIP code) 5936 Perkins Road Oxnard, Ca 93033	e. Employer Representative (b) (6), (b) (7)(C)	g. e-Mail (b) (6), (b) (7)(C)@new-indyct
		h. Number of workers employed 88
i. Type of Establishment (factory, mine, wholesaler, etc.) Paper Mill	j. Identify principal product or service Recycle paper	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

After a termination by Company of one of its employee's, the Union filed a grievance on behalf of employee. The grievance has progressed to the Third (3) Step of grievance and arbitration process. An information request was send on (b) (6), (b) (7)(C) 2016, such information is necessary in order for the Union to complete its investigation on this matter. The Company requested an extension of the time limits in order to provide such information. The Union has requested and set a reasonable date for Company to provide such information, and up to this date Company has not provided the requested information.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Steelworkers Local 675


4a. Address (Street and number, city, state, and ZIP code) 1200 E. 220th Street Carson, Ca 90745	4b. Tel. No. 310-522-2277
	4c. Cell No. 562-658-7406
	4d. Fax No. 310-835-9324
	4e. e-Mail mramirez@usw675.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Steel Workers of America AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By 
(signature of representative or person making charge)

Manuel Ramirez

(Print/type name and title or office, if any)

Address 1200 E. 220th Street, Carson, California 90745

5/19/16

(date)

Tel. No. 310-522-2277

Office, if any, Cell No. 562-658-7406

Fax No. 310-835-9324

e-Mail
mramirez@usw675.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
31-CA-229389

Date Filed
10/15/18

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer New Indy Containerboard, LLC		b. Tel. No. (805) 271-7242	
d. Address (Street, city, state, and ZIP code) 5936 Perkins Rd CA Oxnard 93033-9044		c. Cell No.	
		f. Fax No. (805) 488-0331	
		g. e-Mail (b) (6), (b) (7)(C)@new-indycb.com	
e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		h. Number of workers employed 89	
i. Type of Establishment (factory, mine, wholesaler, etc.) Paper & Paper Products		j. Identify principal product or service Paper recycling	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) <div style="text-align: center; padding: 20px;">--See additional page--</div>			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Mariana Padias Title: United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, CLC			
4a. Address (Street and number, city, state, and ZIP code) 60 Blvd of the Allies Ste 807 PA Pittsburgh 15222-1209		4b. Tel. No. (412) 562-2466	
60 Blvd of the Allies Ste 807 PA Pittsburgh 15222-1209		4c. Cell No.	
		4d. Fax No.	
		4e. e-Mail mpadias@usw.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By Mariana Padias Title: Asst. General Counsel <i>(signature of representative or person making charge)</i> <i>(Print/type name and title or office, if any)</i>		Tel. No. (412) 562-2466	
60 Blvd of the Allies Ste 807 Address Pittsburgh PA 15222-1209		Office, if any, Cell No.	
		Fax No.	
		e-Mail mpadias@usw.org	
10/15/2018 13:37:35 (date)			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
New attendance policy	September 2018

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 31-CA-236886	Date Filed 2/27/19

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer New-Indy Containerboard Llc.	b. Tel. No. 805-271-7242
	c. Cell No. (b) (6), (b) (7)(C)
	f. Fax No. 805-488-0331
d. Address (Street, city, state, and ZIP code) 5936 Perkins Road Oxnard, Ca 93033	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C) @new-indy
	h. Number of workers employed 88
i. Type of Establishment (factory, mine, wholesaler, etc.) Paper Mill	j. Identify principal product or service Recycle Cardboard
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>	
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>On January 21, 2019, the Union sent an Information Request to Company with a reasonable deadline date to provide the information of January 31, 2019. After no response from the Company, a followup email with the request was sent on February 14, 2019. The Company responded then asking for a Grievance form. The Union explained that Information Requested was not a grievance but needed information to determine if one needed to be filed. On February 15, 2019, again the Company requested a grievance form. Again the Union responded and explained that there was no grievance but needed the information requested. The Company has not provided the information requested as of today February 27, 2019.</p>	
<p>3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Steelworkers Local 675</p>	
4a. Address (Street and number, city, state, and ZIP code) 1200 E. 220th Street Carson, Ca 90745	4b. Tel. No. 310-522-2277 4c. Cell No. 562-658-7406 4d. Fax No. 310-835-9324 4e. e-mail mramirez@usw675.org
<p>5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Steelworkers of America AFL-CIO</p>	
<p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p> Manuel Ramirez (signature of representative or person making charge) (Print/type name and title or office, if any)</p> <p>Address <u>1200 E. 220th street, Carson, CA 90745</u> Date <u>2/27/19</u></p>	
Tel. No. 310-522-2277 Office, if any, Cell No. 562-658-7406 Fax No. 310-835-9324 e-mail mramirez@usw675.org	

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PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
31-CA-245386

Date Filed
7/23/2019

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer New-Indy Containerboard llc.		b. Tel. No. 805-271-7242
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No. 805-488-0331
d. Address (Street, city, state, and ZIP code) 5936 Perkins Road Oxnard, Ca 93033	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@new-indyco.com
		h. Number of workers employed 88
i. Type of Establishment (factory, mine, wholesaler, etc.) Paper Mill	j. Identify principal product or service Recycle Cardboard	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since about January 2019, the employer has failed to bargain collectively and in good faith with the United Steelworkers, Local 675, by unreasonably delaying providing relevant and necessary information requested by the Union Field Representative and Local Unit officers (union Unit Chair), by Unreasonably delaying information during the grievance process.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Steelworkers, Local 675

4a. Address (Street and number, city, state, and ZIP code) United Steelworkers, Local 675 1200 E.220th Street Carson, Ca 90745-3505	4b. Tel. No. 310-522-2277
	4c. Cell No. 562-658-7406
	4d. Fax No. 310-835-9324
	4e. e-mail mramirez@usw675.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Manuel Ramirez, Field Representative

(signature of representative or person making charge)

(Print/type name and title or office, if any)

1200 E. 220th Street, Carson, Ca 90745-3505

July 23, 2019

Address

Date

Tel. No.
310-522-2277

Office, if any, Cell No.
562-658-7406

Fax No.
310-835-9324

e-mail
mramirez@usw675.org

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
31-CA-250368	10/21/2019

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer New-Indy Containerboard, LLC		b. Tel. No. (805) 271-7242
		c. Cell No. (b) (6), (b) (7)(C)
d. Address (street, city, state ZIP code) 5936 Perkins Rd, Oxnard, CA 93033	e. Employer Representative (b) (6), (b) (7)(C) [REDACTED] -See attachment for additional service	f. FAX No. (b) (6), (b) (7)(C)
		g. e-Mail (b) (6), (b) (7)(C)@new-indycb.com
		h. Dispute Location (City and State) Oxnard, CA
i. Type of Establishment (factory, nursing home, hotel) Paper Mill	j. Principal Product or Service Recycle Cardboard	k. Number of workers at dispute location 88

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

SEE ATTACHMENT

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Steelworkers, Local 675

4a. Address (street and number, city, state, and ZIP code)

1200 East 220th Street, Carson, CA

4b. Tel. No.

(310) 522-2277

4c. Cell No.

(562) 658-7406

4d. Fax No.

(310) 835-9324

4e. e-Mail

mramirez@usw675.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

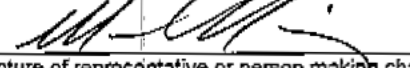
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(310) 522-2277

Office, if any, Cell No.

(562) 658-7406

By: 
(signature of representative or person making charge)

Manuel Ramirez, Field
Representative

Print Name and Title

Fax No.

(310) 835-9324

e-Mail

mramirez@usw675.org

Address: 1200 East 220th Street,
Carson, CA

Date:

10/21/19

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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ATTACHMENT TO CHARGE AGAINST NEW-INDY CONTAINERBOARD LLC**1E. ADDITIONAL SERVICE FOR EMPLOYER**

(Legal Representative)
CHRISTIAN J. ROWLEY, Attorney
Seyfarth Shaw, LLP
560 Mission St, Ste 3100
San Francisco, CA 94105-2992
Phone: (415) 397-2823
Mobile: (415) 377-7195
Fax: (415) 397-8549
Email: crowley@seyfarth.com

2. BASIS OF CHARGE

About (b) (6), 2019, the Union made an information request to the Employer concerning the investigation of a grievance relating to the termination of an employee (b) (6), (b) (7)(C). The Employer provided a response about (b) (6), 2019.

Since about (b) (6), 2019, the Employer failed to bargain collectively and in good faith with the Charging Party by failing and refusing to timely provide and/or unreasonably delaying providing relevant and necessary information requested by the Union about (b) (6), 2019.

The Employer could have responded to the requests by its due date and/or much earlier as the request was not complex and easily available to it.

M.R.

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
31-CA-250373	10/21/2019

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer New-Indy Containerboard, LLC		b. Tel. No. (805) 271-7242
		c. Cell No. (b) (6), (b) (7)(C)
d. Address (street, city, state ZIP code) 5936 Perkins Rd, Oxnard, CA 93033	e. Employer Representative (b) (6), (b) (7)(C) -See attachment for additional service	f. Fax No. (b) (6), (b) (7)(C)
		g. e-Mail (b) (6), (b) (7)(C)@new- indycb.com
		h. Dispute Location (City and State) Oxnard, CA
i. Type of Establishment (factory, nursing home, hotel) Paper Mill	j. Principal Product or Service Recycle Cardboard	k. Number of workers at dispute location 88

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

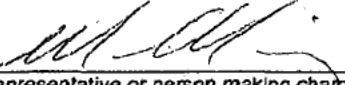
SEE ATTACHMENT

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Steelworkers, Local 675

4a. Address (street and number, city, state, and ZIP code) 1200 East 220th Street, Carson, CA	4b. Tel. No. (310)522-2277
	4c. Cell No. (562) 658-7406
	4d. Fax No. (310) 835-9324
	4e. e-Mail mramirez@usw675.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (310)522-2277
By: 	Manuel Ramirez, Field Representative	Office, If any, Cell No. (562) 658-7406
(signature of representative or person making charge)	Print Name and Title	Fax No. (310) 835-9324
Address: 1200 East 220th Street, Carson, CA	Date: 10/21/19	e-Mail mramirez@usw675.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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ATTACHMENT TO CHARGE AGAINST NEW-INDY CONTAINERBOARD LLC**1E. ADDITIONAL SERVICE FOR EMPLOYER**

(Legal Representative)
CHRISTIAN J. ROWLEY, Attorney
Seyfarth Shaw, LLP
560 Mission St, Ste 3100
San Francisco, CA 94105-2992
Phone: (415) 397-2823
Mobile: (415) 377-7195
Fax: (415) 397-8549
Email: crowley@seyfarth.com

2. BASIS OF CHARGE

About (b) (6), 2, 2019, the Union made an information request to the Employer concerning the investigation of a grievance (b) (6), (b) (7)(C). The Employer provided a response about (b) (6), (b) (7)(C) 2019.

Since about (b) (6), (b) (7)(C), 2019, the Employer failed to bargain collectively and in good faith with the Charging Party by failing and refusing to timely provide and/or unreasonably delaying providing relevant and necessary information requested by the Union about (b) (6), (b) (7)(C) 2019.

The Employer could have responded to the requests by its due date and/or much earlier as the request was not complex and easily available to it.

M.R.

Form NLRB - 501 (2-06)

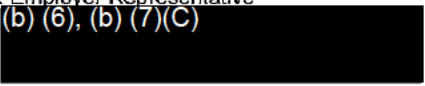
UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
31-CA-252104	11/19/2019

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer New-Indy Containerboard, LLC		b. Tel. No. (805) 271-7242
		c. Cell No. (b) (6), (b) (7)(C)
d. Address (street, city, state ZIP code) 5936 Perkins Rd, Oxnard, CA 93033	e. Employer Representative (b) (6), (b) (7)(C) 	f. Fax No. (b) (6), (b) (7)(C)
	-See attachment for additional service	g. e-Mail (b) (6), (b) (7)(C) @new-indycb.com
i. Type of Establishment (factory, nursing home, hotel) Paper Mill	j. Principal Product or Service Recycle Cardboard	h. Dispute Location (City and State) Oxnard, CA
		k. Number of workers at dispute location 88

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**SEE ATTACHMENT****3. Full name of party filing charge (if labor organization, give full name, including local name and number)****United Steelworkers, Local 675****4a. Address (street and number, city, state, and ZIP code)****1200 East 220th Street, Carson, CA****4b. Tel. No.****(310) 522-2277****4c. Cell No.****(562) 658-7406****4d. Fax No.****(310) 835-9324****4e. e-Mail****mramirez@usw675.org****5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By: **Manuel Ramirez, Field Representative**

(signature of representative or person making charge)

Print Name and Title

Tel. No.

(310) 522-2277

Office, if any, Cell No.

(562) 658-7406

Fax No.

(310) 835-9324

e-Mail

mramirez@usw675.orgAddress: **1200 East 220th Street,
Carson, CA**Date: **11/19/19**

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

ATTACHMENT TO CHARGE AGAINST NEW-INDY CONTAINERBOARD LLC

1E. ADDITIONAL SERVICE FOR EMPLOYER

(Legal Representative)
CHRISTIAN J. ROWLEY, Attorney
Seyfarth Shaw, LLP
560 Mission St, Ste 3100
San Francisco, CA 94105-2992
Phone: (415) 397-2823
Mobile: (415) 377-7195
Fax: (415) 397-8549
Email: crowley@seyfarth.com

2. BASIS OF CHARGE

About (b) (6), (b) (7)(C) 2019, the Union made an information request to the Employer concerning the investigation of a grievance (b) (6), (b) (7)(C) with a due date of on or before (b) (6), (b) (7)(C) 2019.

About (b) (6), (b) (7)(C) 2019, the Union reiterated its request. The Employer provided a response about (b) (6), (b) (7)(C) 2019.

Since about (b) (6), (b) (7)(C) 2019, the Employer has failed to bargain collectively and in good faith with the Charging Party by failing and refusing to timely provide and/or unreasonably delaying providing relevant and necessary information requested by the Union.

The Employer could have responded to the requests by its due date and/or much earlier as the request was not complex and easily available to it.

att.

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
31-CA-252105	11/19/2019

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

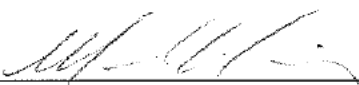
a. Name of Employer New-Indy Containerboard, LLC		b. Tel. No. (805) 271-7242
		c. Cell No. (b) (6), (b) (7)(C)
d. Address (street, city, state ZIP code) 5936 Perkins Rd, Oxnard, CA 93033	e. Employer Representative (b) (6), (b) (7)(C) -See attachment for additional service	f. Fax No. (b) (6), (b) (7)(C)
		g. e-Mail (b) (6), (b) (7)(C) @new- indycb.com
		h. Dispute Location (City and State) Oxnard, CA
i. Type of Establishment (factory, nursing home, hotel) Paper Mill	j. Principal Product or Service Recycle Cardboard	k. Number of workers at dispute location 88

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**SEE ATTACHMENT****3. Full name of party filing charge (if labor organization, give full name, including local name and number)****United Steelworkers, Local 675**

4a. Address (street and number, city, state, and ZIP code) 1200 East 220th Street, Carson, CA	4b. Tel. No. (310) 522-2277
	4c. Cell No. (562) 658-7406
	4d. Fax No. (310) 835-9324
	4e. e-Mail mramirez@usw675.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (310) 522-2277
By: 	Manuel Ramirez, Field Representative	Office, if any, Cell No. (562) 658-7406
(signature of representative or person making charge)	Print Name and Title	Fax No. (310) 835-9324
Address: 1200 East 220th Street, Carson, CA	Date: 11/19/19	e-Mail mramirez@usw675.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

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ATTACHMENT TO CHARGE AGAINST NEW-INDY CONTAINERBOARD LLC

1E. ADDITIONAL SERVICE FOR EMPLOYER

(Legal Representative)
CHRISTIAN J. ROWLEY, Attorney
Seyfarth Shaw, LLP
560 Mission St, Ste 3100
San Francisco, CA 94105-2992
Phone: (415) 397-2823
Mobile: (415) 377-7195
Fax: (415) 397-8549
Email: crowley@seyfarth.com


2. BASIS OF CHARGE

About (b) (6), 2019, the Union made an information request to the Employer concerning the investigation of a grievance (b) (6), (b) (7)(C) with a due date of on or before (b) (6), (b) (7)(C), 2019.

About (b) (6), 2019, the Union reiterated its request. The Employer provided a response about (b) (6), (b) (7)(C), 2019.

Since about (b) (6), (b) (7)(C) 2019, the Employer has failed to bargain collectively and in good faith with the Charging Party by failing and refusing to timely provide and/or unreasonably delaying providing relevant and necessary information requested by the Union.

About (b) (6), (b) (7)(C) 2019, the Employer provided the requested information. The Employer could have responded to the requests by its due date and/or much earlier as the request was not complex and easily available to it.



Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
31-CA-252113	11/19/2019

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer New-Indy Containerboard, LLC		b. Tel. No. (805) 271-7242
		c. Cell No. (b) (6), (b) (7)(C)
d. Address (street, city, state ZIP code) 5936 Perkins Rd, Oxnard, CA 93033	e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) -See attachment for additional service	f. Fax No. (b) (6), (b) (7)(C)
		g. e-Mail (b) (6), (b) (7)(C) @new- indycb.com
		h. Dispute Location (City and State) Oxnard, CA
i. Type of Establishment (factory, nursing home, hotel) Paper Mill	j. Principal Product or Service Recycle Cardboard	k. Number of workers at dispute location 88

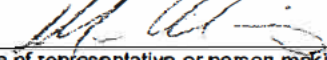
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**SEE ATTACHMENT****3. Full name of party filing charge (if labor organization, give full name, including local name and number)****United Steelworkers, Local 675**

4a. Address (street and number, city, state, and ZIP code) 1200 East 220th Street, Carson, CA	4b. Tel. No. (310) 522-2277
	4c. Cell No. (562) 658-7406
	4d. Fax No. (310) 835-9324
	4e. e-Mail mramirez@usw675.org

5. Full name of national or International labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By: 
(signature of representative or person making charge)

**Manuel Ramirez, Field
Representative**

Print Name and Title

Address: **1200 East 220th Street,
Carson, CA**

Date:

11/19/19

Tel. No.
(310) 522-2277

Office, if any, Cell No.
(562) 658-7406

Fax No.
(310) 835-9324

e-Mail
mramirez@usw675.org

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PRIVACY ACT STATEMENT

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ATTACHMENT TO CHARGE AGAINST NEW-INDY CONTAINERBOARD LLC

1E. ADDITIONAL SERVICE FOR EMPLOYER

(Legal Representative)
CHRISTIAN J. ROWLEY, Attorney
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San Francisco, CA 94105-2992
Phone: (415) 397-2823
Mobile: (415) 377-7195
Fax: (415) 397-8549
Email: crowley@seyfarth.com

2. BASIS OF CHARGE

About (b) (6), 2019, the Union made an information request to the Employer concerning the investigation of a grievance (b) (6), (b) (7)(C) with a due date of on or before (b) (6), 2019. About (b) (6), 2019, the Union reiterated its request. The Employer provided a response about (b) (6), 2019, after the Step 2 meeting.

Since about (b) (6), (b) (7)(C) 2019, the Employer has failed to bargain collectively and in good faith with the Charging Party by failing and refusing to timely provide and/or unreasonably delaying providing relevant and necessary information requested by the Union.

The Employer could have responded to the requests by its due date and/or much earlier as the request was not complex and easily available to it. Instead, the Employer provided the requested information about (b) (6), (b) (7)(C) 2019. The Employer delayed in providing the information after the Step 2 grievance meeting which is a pattern for the Employer.

Att.